

**REGISTER OF
ENTERPRISE AGREEMENTS**

ENTERPRISE AGREEMENT NO: EA00/329

TITLE: Mai Shoes Pty Limited Enterprise Agreement 2000

I.R.C. NO: 2000/3670

DATE APPROVED/COMMENCEMENT: 20 November 2000/ 22 August 2000

TERM: 24 months

**NEW AGREEMENT OR
VARIATION: New**

GAZETTAL REFERENCE:

DATE TERMINATED:

NUMBER OF PAGES: 4

**COVERAGE/DESCRIPTION OF
EMPLOYEES: Applies to all employees of the Company**

PARTIES: Mai Shoes Pty Ltd -&- The Textile Clothing and Footwear Union of New South Wales



MAI SHOES PTY. LIMITED
ENTERPRISE AGREEMENT 2000

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MAI SHOES PTY. LIMITED
ENTERPRISE AGREEMENT 2000

1. TITLE

This Agreement shall be known as the Mai Shoes Pty. Limited Enterprise Agreement 2000.

2. OPERATION OF AGREEMENT

This Agreement shall come into effect from the date of its approval by the Industrial Relations Commission of New South Wales, and shall remain in force for a period of two years thereafter.

3. PARTIES BOUND

This Agreement shall be binding upon:

- (a) Mai Shoes Pty. Limited;
- (b) The Textile Clothing and Footwear Union of New South Wales; and
- (c) Each and every employee of Mai Shoes Pty. Limited.

4. APPLICATION OF RELEVANT AWARD

This Agreement shall be read in conjunction with the Footwear Manufacturing Industry (State) Award and in the event of any conflict arising between the provisions of this Agreement and the said Award, the provisions of this Agreement shall prevail.

5. WAGE RATES

The minimum weekly wage rates for employees shall be as follows:

| Classification Skill Level | Minimum Weekly Wage Rate \$ |
|-------------------------------|--------------------------------|
| Trainee | 373.40 |
| 1 | 390.10 |
| 2 | 412.60 |
| 3 | 433.50 |
| 4 | 465.20 |
| 5 | 506.90 |

NOTE: The weekly wage rate for ordinary hours combines the base rate, supplementary payment and arbitrated safety net adjustment and national wage case decisions awarded since the December 1993 State Wage Case.

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However, the weekly wage rates as set out in this clause do not include the wage increases provided for in Clause 6, Wage Increase, of this Agreement.

6. WAGE INCREASE

A wage increase of 5% shall apply from the first pay period on or after the 4th May 2000 and a further wage increase of 5% shall apply and come into effect on the first pay period on or after 4th May 2001.

7. REDUNDANCY

The provisions of Clause 53 of The Footwear Manufacturing Industry (State) Award shall apply to this Agreement.

8. LONG SERVICE LEAVE

The provisions of the Long Service Leave Act 1955 shall apply to this Agreement.

9. SICK LEAVE BONUS

A maximum bonus of \$300.00 will be paid each July for any employee who does not use their sick leave entitlements. This bonus shall apply as follows:

- | | | |
|----|---|----------------|
| a) | employees with full sick leave entitlement (untaken) | \$300.00 bonus |
| b) | Employees who have taken one day off of their sick leave entitlement | \$220.00 bonus |
| c) | Employees who have taken two days off of their sick leave entitlement | \$160.00 bonus |
| d) | Employees who have taken three days off from their sick leave entitlement | \$ 60.00 bonus |
| e) | Employees who have taken off more than three days of their sick leave in any twelve month period ending 30 th June in any year shall not be entitled to any bonus. | |

10. SICK LEAVE

Employees shall be entitled to sick leave on the following basis, and untaken sick leave entitlements shall accrue from year to year or be paid out in full at the end of each year at the employee's request:

First Year - 5 days (38 hours)
Second Year - 6 days (46 hours)
Third and subsequent years 8 days (61 hours)



11. **BANKING OF TIME**

- a) It is agreed that time worked in addition to 38 hours per week shall be banked and taken as time off at future times when production is quieter.
- b) No more than two (2) hours per day and ten (10) hours per week shall be banked, Monday to Friday inclusive.
- c) Overtime worked on a Saturday or Sunday will be paid as per the Footwear Manufacturing Industry (State) Award.
- d) All time banked shall be at time for time.
- e) If there are any banked hours owing to employees at the conclusion of the banking period, which shall commence on the 1st September in any year and terminate on the 31st August in the following year, then all hours owing will be paid to the employee at the rate of time and one half on the first full pay period on or after 31st August.
- f) All payments for banked overtime will be held in a Trust Fund.
- g) The Managing Director of Mai Shoes Pty. Limited, Mr. Mai Van Thanh personally guarantees to all employees the payment of all banked overtime.

12. **DISCIPLINARY PROCEDURE**

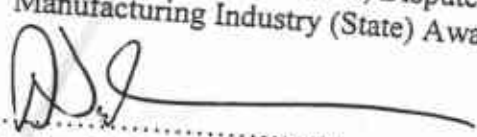
The Company will provide a standard policy and procedure across the factory. The steps to be applied in the procedure will be as follows:

- a) Verbal warning;
- b) Written warning;
- c) Final written warning;
- d) Dismissal


Dismissal will not be actioned if twelve (12) months have elapsed since the last final warning.

13. **DISPUTE SETTLEMENT PROCEDURE**

The parties accept and acknowledge that disputes will be resolved in accordance with Clause 56, Dispute Settlement Procedure of the Footwear Manufacturing Industry (State) Award.


.....
Signed on behalf of the Textile
Clothing and Footwear Union
of New South Wales

Date: 19.7.2000


.....
Signed on behalf of Mai
Shoes Pty. Limited

Date: 20/7/2000

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